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IN THE UNITED STATES  
PATENT AND TRADEMARK OFFICE

Applicant(s): Uday P. Nadkarni

Application No: 09/904,062

Filing Date: July 12, 2001

Attorney Docket No: P21,411-B USA

Title: SKILLS DATABASE MANAGEMENT  
SYSTEM AND METHOD

Art Group: 2161

Examiner: Coby, Frantz

CERTIFICATE OF MAILING

I hereby certify that this correspondence is being deposited with the United States Postal Service with sufficient postage as First Class Mail in an envelope addressed to: Commissioner for Patents, P.O. Box 1450, Alexandria, VA 22313-1450, on December 6, 2005.

  
Stephen J. Driscoll

Commissioner for Patents  
P.O. Box 1450  
Alexandria, VA 22313-1450

APPELLANTS' BRIEF

By virtue of filing a Notice of Appeal on September 1, 2005 (which was received by the Patent and Trademark Office on September 6, 2005), appellants have appealed the final rejection of the Examiner mailed on March 1, 2005 (hereinafter the "Final Rejection").

Applicant also petitions hereby for a one-month extension of time thereby extending the time for response through December 6, 2005.

The Commissioner is authorized to charge deposit Account No. 19-5425 for fees in connection with this the appeal brief as set forth in §1.17 (c) and for the petition for extension of time.

12/14/2005 HGUTEMA1 00000031 195425 09904062  
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12/14/2005 HGUTEMA1 00000031 195425 09904062  
02 FC:2251 60.00 DA

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**1. REAL PARTY IN INTEREST**

The present application is assigned to Infinix Corporation having its principal place of business at 666 Plainsboro Road, Plainsboro New Jersey. Accordingly, Infinix Corporation is the real party in interest.

**2. RELATED APPEALS AND INTERFERENCES**

The appellant, assignee and the legal representatives of both are unaware of any other appeal or interference which will directly affect or be directly affected by or have a bearing on the Board's decision in this appeal.

**3. STATUS OF CLAIMS**

- a. Claims canceled: 1-20
- b. Claims withdrawn from consideration but not canceled: None
- c. Claims pending: 21-39
- d. Claims allowed: none
- e. Claims rejected: 21-39
- f. Claims appealed: 21-39.

Appealed claims 21-39 as currently pending are attached as Appendix A hereto.

**4. STATUS OF AMENDMENTS**

The preliminary amendment filed on 12 March 2003 has been entered.

**5. SUMMARY OF CLAIMED INVENTION**

The claimed invention recites a method of exchanging employment information. Specifically, claim 21 recites (a) configuring a search query by prompting a user to specify parameters in one or more predetermined fields; (b) searching a database using the search query containing the parameters in one or more predetermined fields; and (c) outputting results of the search. (Appln. p. 6, ll. 1-13). Accordingly, prospective employers accessing the system respond to prompts to create a query that is used to define and perform a search of the database while a candidate accessing the system responds to prompts to create, for example, a experience or skill profile and a résumé, or to update a profile/résumé already on

file (claims 30, 31). (*Id.* at p. 3, ll. 15-20). The process also may comprise providing the employer with a display of candidates meeting the search criteria (claim 34), and for quantitative comparison of the candidates' experience and skills. (*Id.*) In addition, the process may allow a candidate to update his information, e.g., his availability status (claim 29), and/or retrieve information from the database via a telephone or other communicative link. (*Id.* at ll. 19-21)

The claimed invention facilitates standardization, segmentation, and organization of the candidate's skill profile and résumé. Standardization is achieved through the use of system prompts directed to the employers when formulating a search query, and, preferably, the candidates when populating the database. This ensures that both the candidate and the employer will use the same terminology, thus preventing the spelling, spacing, case, and most importantly, the language of the database from being an issue in the search. Therefore, accuracy and efficiency in selecting data to satisfy a query is facilitated. (*Id.* at 22-28).

The segmentation of the data, for example, the capturing of a candidate's skills or experiences in separate, specific fields (claim 22) (e.g. "Profession", "Category", "Skill", "Specialty" (claim 24)), allows for very precise categorization of skills and experience. As such, the query can be focused and precise and does not rely on the awkward, inefficient, and often error-prone searching of fragments or character strings within long fields. Additionally, in a preferred embodiment, a length-of-time field exists for each skill/category (claim 24, 26) and allows for the summation of time-per-skill across various stretches of employment. In other words, the system can quantify length of experience for a particular skill over discontinuous periods of time. This feature is extremely beneficial since overall experience, not continuous experience, is of primary concern to most employers. (*Id.* at p. 4, ll. 1-9.)

The organization of the data in database fields allows for sophisticated searching, sorting, and manipulation of the data. With such an organization, it is possible to create queries that can be easily broadened, narrowed, or fine-tuned as warranted after each search to achieve a suitable pool of candidates. If a query results in only one candidate, the employer can broaden the scope of the query to increase its prospects. The several layers of fields that remain linked in the relational database make it possible for an employer to create

sophisticated queries based on many combinations of fields and thereby increase the chances of finding the most attractive candidates. This type of flexibility assists an employer in pinpointing very specific combinations of skills in candidates if it so chooses. It also eliminates the chance of a qualified candidate being overlooked had such skills not been captured so precisely. Customized sorting and manipulation of data is also made possible through this type of database. Data can be displayed in the most optimal manner for each search as determined by the employer. (*Id.* at 10-21)

Independent claim 38 is directed to a method of offering a user access to a database comprising candidate resumes and/or employment opportunities. Specifically, the claim recites the steps of: (a) limiting access to said database to a selected group of users; (b) prompting a user to select a combination of hierarchical fields of said database; (c) configuring a query based on said combination; (d) searching said database using said query; and (e) outputting the results of said search to said user. Preferably, the user is required to pay for access to the database (claims 33, 39). (*Id.* at p. 10, ll-1-9.)

## **6. ISSUES**

### **ISSUE INVOLVING CLAIMS 21-39**

Whether the Examiner properly rejected the 37 CFR §1.131 Declaration.

## **7. GROUPING OF CLAIMS**

Claims 21-39 stand or fall together

## **8. ARGUMENT**

### **THE 37 C.F.R. §1.131 DECLARATION FILED BY APPLICANT IS SUFFICIENT TO REMOVE TAYLOR AND HARTMAN AS REFERENCES.**

By way of background, Applicant replied to the initial office action of 7 May 2004 in which Taylor (US Patent No. 5,832,497) and Hartman et al. (US Patent No. 5,758,324) were cited as prior art by submitting a 37 C.F.R. §1.131 Declaration (herein "1<sup>st</sup> Declaration," copy attached), swearing behind these patents to eliminate them as prior art references.

In his Final Rejection, the Examiner stated that he acknowledged Applicant's remarks that Taylor and Hartman, are not prior art, but notes that "Applicant fails to specifically point out or map specific portions that correspond to specific limitations of the pending claims 21-39 in the Applicant's submitted window print outs of Exhibits A-D." The Examiner adds that *"[i]f the Applicants believe that the invention as claimed is described in the Applicants' Exhibits as indicated in the declaration, an indication as to where the cited claims language are taught in the portion of the Applicants' Exhibits B-D would not be difficult to show."* (Final, emphasis added.)

In response, Applicant submitted a supplemental 37 CFR §1.131 Declaration (herein "2nd Declaration," copy attached) which included additional screen shots (Exhibits E-R) generated using the program referred to in the 1<sup>st</sup> Declaration. Applicant submitted that the 2<sup>nd</sup> Declaration addressed the Examiner's concerns by specifically correlating each and every element of the claimed invention to the attached exhibits.

Despite the detail of the 2<sup>nd</sup> Declaration and the addition of fourteen (14) new screen shots, the Examiner essentially maintained the same rejection of the declaration. Specifically, the Examiner stated in the Advisory Action of July 11, 2005 as follows:

The supplemental affidavit failed to show that every claim limitations independent as well as dependent have specifics that correspond to specific part of the Applicant's Printout in Exhibits A-D. *If the Applicants believe that the invention as claimed is described in the Applicants' Exhibits as indicated in the declaration, an indication as to where the cited claims language are taught in the portion of the Applicants' Exhibits B-D would not be difficult to show."*

(Advisory Action, emphasis added.) Therefore, the Examiner not only maintains his rejection of the declaration, but even repeats verbatim his last rejection notwithstanding that the new declaration relies on new Exhibits E-R extensively.

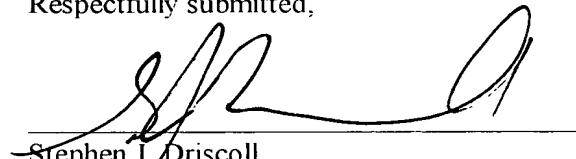
Since the rejection appeared to ignore the 2<sup>nd</sup> Declaration and instead seemed to relate back to the 1<sup>st</sup> Declaration, Applicant believed that the rejection must have been the result of some confusion or miscommunication with the Examiner and pursued an examiner interview. Although an examiner's interview was eventually granted, the rejection was maintained with

essentially no more clarification of the reasoning behind the rejection beyond that provided in the Advisory Action.

Therefore, based on the Examiner's reasoning provided in the Advisory Action, applicants submit that the Examiner has improperly rejected the 2<sup>nd</sup> Declaration. Specifically, a review of the 2<sup>nd</sup> Declaration clearly shows that each and every element is correlated to the evidence submitted. Applicant submits that this fact is self evident and requires no further elaboration. Accordingly, the Board is respectfully requested to overturn the Examiner's rejection and find the 2<sup>nd</sup> Declaration sufficient to remove Taylor and Harman as references.

In view of the above, it is submitted that the claims of the present application are in condition for allowance, and a decision to that effect is respectfully requested.

Respectfully submitted,



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SJD/dl



APPENDIX A - PENDING CLAIMS

1-20. (canceled)

21. (previously presented) A method of exchanging employment information, said method comprising the following steps:

- (a) configuring a search query by prompting a user to specify parameters in one or more predetermined fields;
- (b) searching a database using said search query containing said parameters in one or more predetermined fields; and
- (c) outputting results of the search.

22. (previously presented) The method of claim 21, wherein, in step (a), parameters are specified within two or more predetermined fields.

23. (previously presented) The method of claim 22, wherein at least a portion of said predetermined fields are hierarchical.

24. (previously presented) The method of claim 23, wherein said predetermined fields comprise a plurality of professions, a plurality of subcategories within each profession, and a time duration for each subcategory.

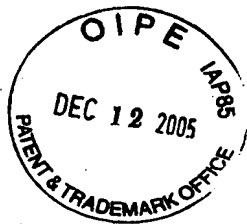
25. (previously presented) The method of claim 23, wherein said predetermined fields comprise a plurality of educations and a degree for each education.

26. (previously presented) The method of claim 24, wherein, step (a) comprises:  
prompting said user to select a profession from a plurality of professions;  
prompting said user to select a subcategory from a plurality of subcategories for said profession; and  
prompting said user to specify a time requirement for said subcategory.

27. (previously presented) The method of claim 21, wherein said process further comprises:  
modifying said query after step (c).
28. (previously presented) The method of claim 21, wherein said process further comprises scheduling an interview with a candidate.
29. (previously presented) The method of claim 28, wherein said process further comprises receiving an indication of availability via a telecommunicative link from a candidate.
30. (previously presented) The method of claim 21, further comprising:  
populating said database with data by prompting a second user for information related to at least a portion of said predetermined fields.
31. (previously presented) The method of claim 30, wherein populating said database comprises:  
prompting said second user to select a profession from a list of professions;  
prompting said second user to select a subcategory of said profession from a list of subcategories of said profession; and  
prompting said user to attribute a time duration for said subcategory.
32. (previously presented) The method of claim 30, wherein populating said database includes entering educational information and job preferences.
33. (previously presented) The method of claim 30, wherein populating said database includes agreeing to charges for said resume service.
34. (previously presented) The method of claim 21, wherein, in step (c), results of the search are displayed graphically and/or in a tabular fashion.



35. (previously presented) The method of claim 10, wherein said step (c) comprises sorting said results according to said fields.
36. (previously presented) The method of claim 21, wherein said user interacts with said database over a telecommunicative link.
37. (previously presented) The method of claim 21, wherein said database is a relational database.
38. (previously presented) A method of offering a user access to a database comprising candidate resumes and/or employment opportunities, said method comprising the steps of:
- (a) limiting access to said database to a selected group of users;
  - (b) prompting a user to select a combination of hierarchical fields of said database;
  - (c) configuring a query based on said combination;
  - (d) searching said database using said query; and
  - (e) outputting the results of said search to said user.
39. (previously presented) The method of claim 38, wherein limiting access comprises requiring said user to pay for use of said database.--



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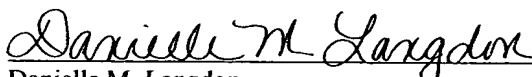
Title: SKILLS DATABASE MANAGEMENT  
SYSTEM AND METHOD

Art Group: 2161

Examiner: Coby, Frantz

CERTIFICATE OF MAILING VIA FEDERAL EXPRESS

I hereby certify that this correspondence is being mailed via Federal Express (Tracking No. 7929 4862 7697) in an envelope addressed to: United States Patent and Trademark Office, Customer Service Window, Mail Stop AF, Randolph Building, 401 Dulany Street, Alexandria, VA 22314 on June 14, 2005.

  
Danielle M. Langdon

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SUPPLEMENTAL DECLARATION UNDER 37 C.F.R. §1.131

1. This declaration is being filed to supplement the declaration that was filed with the reply of October 7, 2004, to establish completion of the invention in the above-identified application in the United States, at a date prior to August 10, 1995. (It is worthwhile to note that the previously filed declaration was a copy of the declaration filed in the prosecution of the parent case (Application No. 09/130,819) of the above-identified application.)

2. Attached hereto as Exhibit A is a disk containing a program which was referred to in the previously-filed declaration. It was inadvertently omitted from the previous filing, although it was included with the original filing of the declaration for Application No. 09/130,819.

3. Using this program, I generated a number of screens evidencing the reduction to practice of different features of the process and system of the claimed invention. I printed these screens, which are attached hereto as Exhibits E-R. The following table correlates these screens, along with those submitted with the previous declaration, to the elements of the claimed invention.

Claim Element	Evidence of Reduction to Practice
21. A method of exchanging employment information, said method comprising the following steps:	
(a) configuring a search query by prompting a user to specify parameters in one or more predetermined fields;	Exhibits E-I show screens in which the user is prompted to select certain fields to build a search query—specifically, profession (Exhibit E), category (Exhibit F), Skill (Exhibit G), experience (Exhibit H) and usage level (Exhibit I).
(b) searching a database using said search query containing said parameters in one or more predetermined fields; and	The search query above is configured and passed to a known database or file management system (e.g., dBASE, Access, etc.), which would search the underlying database or files and return search results. For illustrative purposes, the program of

	Exhibit A provides sample results of a search that would be returned by the database or file management system.
(c) outputting results of the search.	Exhibit C shows a screen displaying the sample results of a search. The candidates in this table are listed along with their respective field data (e.g., total experience, education, availability).
22. The method of claim 21, wherein, in step (a), parameters are specified within two or more predetermined fields.	Exhibits E-I show different screens used in building a search query based on seven different fields (i.e., education, degree, profession, category, skill, experience and usage).
23. The method of claim 22, wherein at least a portion of said predetermined fields are hierarchical.	Exhibit I shows a search screen in which usage level (e.g., intermediate) is a subfield skill (e.g., C++), which is a subfield of category (e.g., programming), which is a subfield of profession (e.g., computer software).
24. The method of claim 23, wherein said predetermined fields comprise a plurality of professions, a plurality of subcategories within each profession, and a time duration for each subcategory.	Exhibit E shows a search screen presenting a plurality of different professions (e.g., accounting, banking, computer software). Exhibit F shows a subsequent screen in which different categories (e.g., compilers,

	databases, programming) are presented for a particular profession, in this case computer software. Exhibit G shows the next screen in sequence in which different skills (e.g., ALGOL, ASSEMBLER, C++) are presented for a particular category, in this case programming. Finally, Exhibit H shows the next screen in sequence in which the user is prompted to input the experience in years for each skill.
25. The method of claim 23, wherein said predetermined fields comprise a plurality of educations and a degree for each education.	Exhibit L shows a screen in which the user is prompted to select a discipline (i.e., education) and Exhibit K shows a screen in which the user is prompted to select a degree for the education.
26. The method of claim 24, wherein, step (a) comprises: prompting said user to select a profession from a plurality of professions;	Exhibit E shows a search screen which prompts the user to select a profession by using a pull down menu listing a number of different professions (e.g., accounting, banking, computer software).
prompting said user to select a subcategory from a plurality of subcategories for said profession; and	Exhibit F shows a subsequent screen which prompts the user to select a subcategory of a profession by using a pull down menu listing a number of different categories within the profession (e.g., compilers, databases,

	programming), and Exhibit G shows the next screen in sequence, which prompts the user to select a further subcategory of a profession by using a pull down menu listing a number of different skills within a particular category (e.g., ALGOL, ASSEMBLER, C++).
prompting said user to specify a time requirement for said subcategory.	Exhibit H shows the next screen in sequence in which the user is prompted to input the experience in years for each skill.
27. The method of claim 21, wherein said process further comprises:	
modifying said query after step (c).	Exhibit J shows a screen displaying refinements of search queries by making small changes to its parameters and running it again - each row in the box at bottom corresponds to a version of the query and the number of resumes shown is the number of qualified candidates it found.
28. The method of claim 21, wherein said process further comprises scheduling an interview with a candidate.	Exhibit D shows a screen displaying the resume of a particular candidate. Checking the box entitled "Interview" initiates the scheduling of an interview.
29. The method of claim 28, wherein said process further comprises receiving	Exhibit M shows a screen for prompting the candidate for information which includes

an indication of availability via a telecommunicative link from a candidate.	availability (see lower right of center of screen). Once this information is inputted, it is transmitted as shown in Exhibit P
30. The method of claim 21, further comprising:	
populating said database with data by prompting a second user for information related to at least a portion of said predetermined fields.	Exhibits M-O show screens for prompting the candidate for information related to a number of predetermined fields. For example, the screen of Exhibit M prompts the candidate for contact information, the screen of Exhibit N prompts the candidate for education information, and the screens of Exhibit O prompt the candidate for information relating to category, skills and experience as mentioned above.
31. The method of claim 30, wherein populating said database comprises:	
prompting said second user to select a profession from a list of professions;	Exhibit M shows a screen prompting a user to input information into a profession field by means of a pull down menu.
prompting said second user to select a subcategory of said profession from a list of subcategories of said profession; and	Exhibit O shows screens prompting a user to input information in a category field within the profession and in a skill field for each category.
prompting said user to attribute a time	Referring again to Exhibit O, the candidate

duration for said subcategory.	enters individual 'projects' under the Experience subheading. For each project, the candidate may enter a time duration (From – To), and further enter a category of skills, and some skills within that category and a type or level of usage for that skill. The time period for that skill or category is inferred by the system from the project time duration under which these subcategories are entered
32. The method of claim 30, wherein populating said database includes entering educational information and job preferences.	The screens of Exhibits N and M prompt the candidate for education information and profession, respectively.
33. The method of claim 30, wherein populating said database includes agreeing to charges for said resume service.	Exhibit Q shows a screen containing the agreement (shown essentially blank) between the service provider and the candidate. Such an agreement would contain provisions of payment and other terms and conditions of providing the service.
34. The method of claim 21, wherein, in step (c), results of the search are displayed graphically and/or in a tabular fashion.	Exhibit C shows a screen displaying a table of search results. The candidates in this table are listed along with their respective field data
35. The method of claim 10, wherein	Exhibit C shows a screen displaying a table



said step (c) comprises sorting said results according to said fields.	of search results in which the candidates are listed along with their respective field data
36. The method of claim 21, wherein said user interacts with said database over a telecommunicative link.	Exhibit R shows a log-in screen to enable the user to interact with the database over a telecommunicative link.
37. The method of claim 21, wherein said database is a relational database.	It is not clear how one would go about showing that the program of Exhibit A provides a query for a relational database. Suffice it to say, however, that the fields in the query and the candidate data are such that they can be used with known and commercially-available relational database or file management systems.
38. A method of offering a user access to a database comprising candidate resumes and/or employment opportunities, said method comprising the steps of:	
(a) limiting access to said database to a selected group of users;	Exhibit R shows a log-in screen which requires input of a user ID and password to gain access to the database, thereby limiting access to selected users.
(b) prompting a user to select a combination of hierarchical fields of said	Exhibits E-I show screens in which the user is prompted to select certain hierarchical

database;	fields —specifically, profession (Exhibit E), category within profession (Exhibit F), skill within category (Exhibit G), experience within skill (Exhibit H) and usage level for the skill (Exhibit I).
(c) configuring a query based on said combination;	Referring to Exhibits G-I, a more specific query is configured as successive fields are selected.
(d) searching said database using said query; and	The search query above is configured and passed to a known database or file management system (e.g., dBASE, Access, etc.), which would search the underlying database or files and return search results. For illustrative purposes, the program of Exhibit A provides sample results of a search that would be returned by the database or file management system.
(e) outputting the results of said search to said user.	Exhibit C shows a screen displaying the sample results of a search. The candidates in this table are listed along with their respective field data
39. The method of claim 38, wherein limiting access comprises requiring said user to pay for use of said database.	Exhibit R shows a log-in screen which requires input of a user ID and password to gain access to the database, thereby limiting access to selected users. Although not shown explicitly, it can be reasonably inferred that

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	to obtain a password, and thereby access to the database, some form of compensation would be required.
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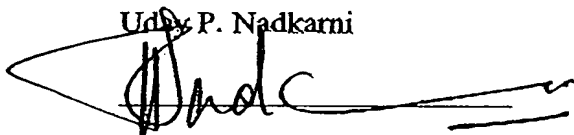
4. As the person signing below:

I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code, and that such willful statements may jeopardize the validity of the application or any patent issued thereon.

Inventor:

Uday P. Nadkarni

Signature:



Residence:

52 Jamie Court  
Monmouth Junction, NJ 08852

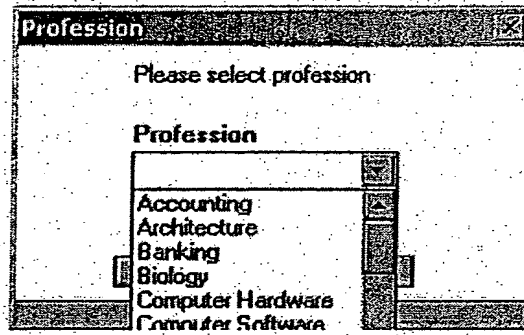
Citizenship:

United States of America



U.S. APPLICATION 09/904,062  
EXHIBIT A TO  
§131 DECLARATION FILED  
6/14/05

## EXHIBIT E



## EXHIBIT F

Query1 for Computer Software

Project Name:  Education:

Enter one or more selections for the following

Category	Skill	Experience (yrs)	Usage Level
Programming	<input type="text"/>	<input type="text"/>	<input type="text"/>
Compilers			
Databases			
Documentation			
Functional Analysis/Design			
Networking			
Operating Systems			
Project Management			

Keywords (Enter any combination of keywords to search within the resume)

Response

Run Resumes Query Parameters

# EXHIBIT G

Query1 for Computer Software

Project Name

Inventory Department - Jack Walsh

Education

Bachelor's in Computer Science

Enter one or more selections for the following

Category

Programming

Experience (yrs)

Usage Level

Programming - C++

C++

ALGOL

ASSEMBLER

BASIC

C

C++

CLIPPER

COBOL

FORTRAN

Keywords (Enter any combination of keywords to search within the resume)

Next Line

Delete Line

Save

Run

New

Response

Run

Resumes

Query Parameters

View

Cancel

## EXHIBIT H

**Query1 for Computer Software**

**Project Name**  **Education**

Enter one or more selections for the following

**Category**  **Skill**  **Experience (yrs)**  **Usage Level**

Programming - C++, 4 years

**Keywords** (Enter any combination of keywords to search within the resumes)

**Response**

**Run** **Resumes** **Query Parameters**



## EXHIBIT I

**Query1 for Computer Software**

**Project Name**  **Education**

Enter one or more selections for the following

**Category**  **Skill**  **Experience (yrs)**  **Usage Level**

Programming - C++, 4 years, Intermediate

**Keywords** (Enter any combination of keywords to search within the resume)

**Response**

**Run** **Resumes** **Query Parameters**

## EXHIBIT J

The screen below shows how a query is refined by making small changes to its parameters and running it again - each row in the box at bottom corresponds to a version of the query and the number of Resumes shown is the number of qualified candidates it found. This feature is designed to allow users to progressively tighten or loosen or change query parameters so they can get a manageable number of candidates to examine.

**Query1 for Computer Software**

**Project Name** Inventory Department - Jack Walsh
**Education**

Enter one or more selections for the following

**Category**

**Skill**

**Experience (yrs)**

**Usage Level**

Compilers - Any, 4 years, Any  
 AND Programming - Any, 4 years, Any  
 AND Quality Assurance - Any, 4 years, Any  
 AND Systems Analysis - EXCELERATOR, 9 years, Any

**Keywords** (Enter any combination of keywords to search within the resume)

Next Line
Delete Line
Save
Run
New

Response

Run	Resumes	Query Parameters
1	20	Compilers - Any, 4 years, Any AND Programming - Any, 4 years, Any AND Quality Assurance - Any
2	15	Compilers - Any, 4 years, Any AND Programming - Any, 4 years, Any AND Quality Assurance - Any
3	10	Compilers - Any, 4 years, Any AND Databases - Dbase, 4 years, Any AND Quality Assurance - Any
4	5	Documentation - Any, 4 years, Any AND Databases - Dbase, 4 years, Any AND Quality Assurance

View
Cancel

## EXHIBIT K

**Education**

**Degree** ☐ **AND**

**Discipline** ☒ **OR**

High School  
Associate's  
Bachelor's  
Master's  
Ph.D.

Bachelor's (Engineering)  
OR Master's (Engineering)

Delete Line Clear All OK Cancel

# EXHIBIT L

**Education**

Degree: Bachelor's

Discipline:

Architecture  
Arts  
Business  
Commerce  
Computer Science  
Engineering  
Fine Arts  
Information Technology

OR

AND

OR

Delete Line Clear All OK Cancel

# EXHIBIT M

Resume - [00001 ]

Basic Information

Name: Doe John Middle: M Telephone No.s: 212-777-8890  
 212-888-0090  
 212-777-8890

Address: 58 Sutton Place Apt. 308  
 City: New York State: NY Zip: 11023

E-mail: JD.ABC@COM Network: ATT

Instructions: Call after 7:00 PM at the evening number.

Employment Eligibility: U.S. Citizen ☒ Security Clearance: Level 3 Willing to Relocate: No

Profession: Software Engineering ☒ Availability: ☐ Availability ☒ Notice Period: 4 Weeks

Total Experience: 8 Year Compensation: \$0.000.00

Current Salary: \$00,000.00 Per Year Desired Compensation: \$110,000.00 Per Year

Current Position: Management position in an IS department of Brokerage/Securities firm.

Education Experience References Publications Memberships Personal Info

## EXHIBIT N

Education: Successive records of Education can be added by clicking repeatedly on the More Button

Resume - [Doc01]

File Edit View Options Help

Basic Information

Last Name: Doe First Name: John Middle Name: M Telephone No.: 212-777-8888

Education

Level: M.B.A. Degree: Master's Degree

Institution: Columbia University From: 9/7/1984 To: 8/10/1986

City: New York State: NY Country:

Major: Business Administration GPA: 3.5 Out of: 4

Comments: Concentration package in quantitative analysis and MIS. Member of student council during second year.

More

Delete This

OK

Cancel

Software Engineering ☒ Availability: ☐ Availability ☐ Notice Period

Total Experience: 8 Years 10,000.00 4 Weeks

Career Objective: Management position in an IS department of Brokerage/Securities firm.

Current Salary: 90,000.00 Per Year Desired Compensation: 110,000.00 Per Year

Education Experience References Publications Memberships Personal Info

## EXHIBIT O

Categories, Skills etc.: User enters individual 'projects' under the Experience subheading. For each project, the user can enter a time duration (From - To), and further enter a category of Skills, and some Skills within that Category and a type or level of Usage for that Skill. The time period for that Skill or Category is inferred by the system from the Project time duration under which these subcategories are entered.

Resume [DDDD]

Basic Information

Name: Doe, John M. Phone: 212-777-8888  
 Address: 12345 67th Ave. Phone: 212-888-0000

Experience

Employer: ABC Investment From: 1/1/1988 To: [ ]  
 City: New York State: NY Salary: [ ]  
 Title: Mgt Trainee Position: Manager  
 Salary: \$30,000.00 Cost Center: \$80,000.00  
 Reason: Joined as systems developer

Subjects

Current: \$80,000.00

Project 15: ABC Investment

Project Name: Mutual Funds Shareholders system From: 1/1/1988 To: 12/31/1990  
 Category: Mutual Funds Extra time on this project: 100  
 Project Description: Shareholders accounting system for a portfolio of mutual funds.  
 My contribution: Systems analysis, design, programming.

Skills for Project: Mutual Funds Shareholders system

Category	Skill	Usage	Level
Database	DB2	100	Analyst
Languages	COBOL	100	Heavy

More  
 Details  
 OK  
 Cancel



## EXHIBIT P

Transmit: After completing data entry, the resume record can be Transmitted to the system database.

**Resume - [DJE01 ]**

File Edit Help

New Ctrl+N Open Ctrl+O Close Ctrl+C Save Ctrl+S Save As Ctrl+A Create Disk Ctrl+D Transmit Resume.. Ctrl+T Print Ctrl+P Print Setup Ctrl+H Exit Ctrl+E

**Basic Information**

First Name: John Middle Initial: M Telephone No.: 212-777-8338  
 Address: 100 Wall Street Apt. 11023 City: NY State: NY Zip: 11023  
 Mailing Address: 100 Wall Street Apt. 11023 City: NY State: NY Zip: 11023  
 E-mail: jjohn@att.net

Employment Eligibility: U.S. Citizen ☒ Security Clearance: Level 3 ☒ Willing to Relocate: No ☒

Profession: Software Engineering ☒ Availability: ☐ Availability ☒ Notice Period: 4 Weeks ☒

Total Experience: 8 Years

Career Objective: Management position in an IS department of Brokerage/Securities firm.

Current Salary: \$90,000.00 Per Year ☒ Desired Compensation: \$110,000.00 Per Year ☒

Education Experience References Publications Memberships Personal Info



## EXHIBIT Q

Example of a mechanism to enable a business transaction between the user and the entity that has the system – such as charging a fee, acting as an agent of the user, making certain representations, etc. Each customer can create their own business terms.

**Resume** [0020]

**Agreement**

This is an agreement between Inference Development Corporation of 666 Plainsboro Road, Suite 1185, Plainsboro, NJ 0853 (hereinafter referred to as "Inference" and the person (hereinafter referred to as the "applicant") wishing to be represented by "Inference" for the purpose of obtaining part time or full time permanent employment or work on contract basis. By saving resume of a disk and sending the disk to "Inference", the "applicant" agrees to abide by the contract the terms of which are listed below. 1) Clause 1 2) Clause 2 \_\_\_\_\_ End.

OK Cancel

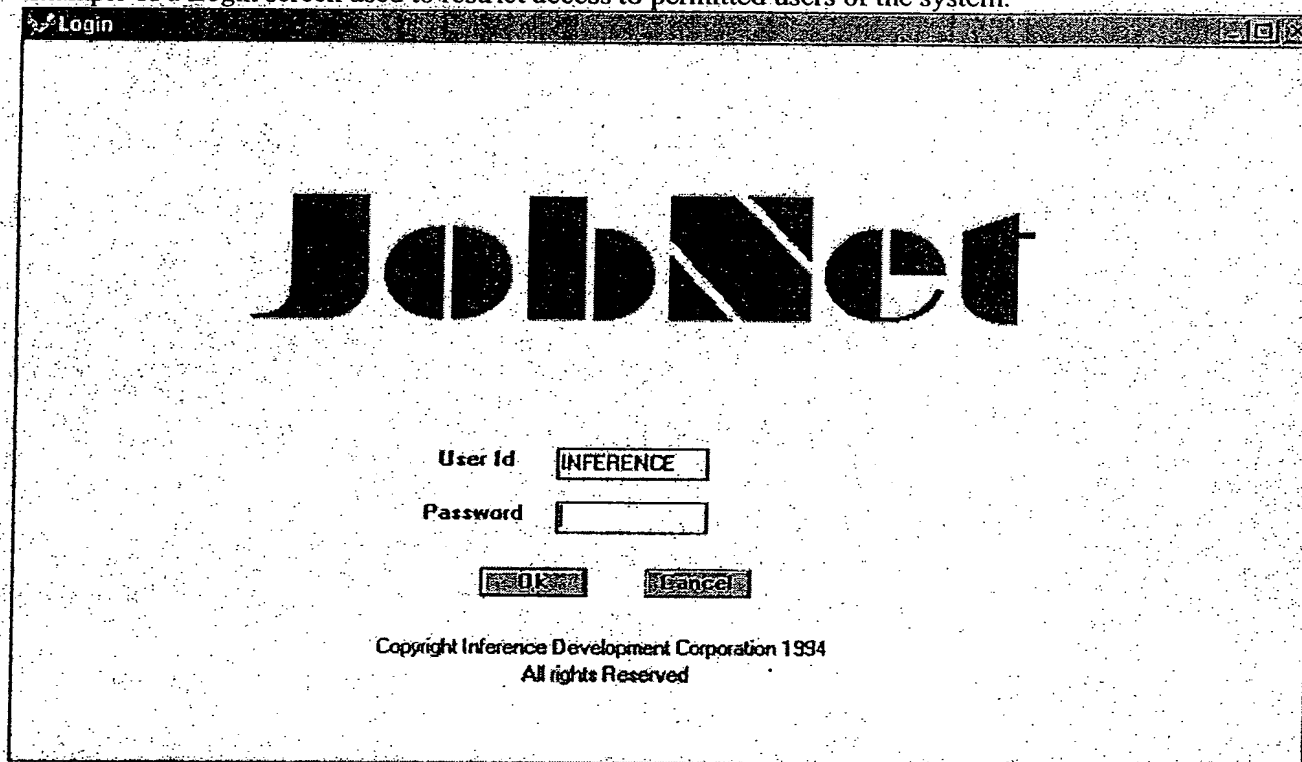
Management position in an IT department or brokerage or similar

Gross: \$90,000.00 Per Year: [v] Desired Compensation: \$110,000.00 Per Year: [v]

Education Experience References Publications Memberships Personal Info

## EXHIBIT R

Example of a Login screen used to restrict access to permitted users of the system.



The image shows a screenshot of a computer window titled "Login". Inside the window, the word "JobNet" is displayed in a large, stylized, bold font. Below the logo, there are two input fields. The first is labeled "User Id" and contains the text "INFERENCE". The second is labeled "Password" and is empty. Below these fields are two buttons: "OK" and "Cancel". At the bottom of the window, the text "Copyright Inference Development Corporation 1994" and "All rights Reserved" is displayed.

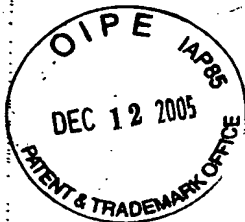
Login

# JobNet

User Id

Password

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IN THE UNITED STATES  
PATENT AND TRADEMARK OFFICE

Applicant: Uday P. Nadkarni

Application No: 09/130,819

Filing Date: August 7, 1998

Title: SKILLS DATABASE  
MANAGEMENT SYSTEM  
AND METHOD

Group Art Unit: 2771

Examiner: F. Coby

Attorney Docket No: 21,411-A USA

Commissioner of Patents and Trademarks  
Washington, DC 20231

DECLARATION UNDER 37 C.F.R. §1.131

1. This declaration is to establish completion of the invention in the above-identified application in the United States, at a date prior to August 10, 1995, which is the effective date of U.S. Patent No. 5,832,497. This patent was cited as prior art under 25 U.S.C. §102(e) by the examiner.
2. I am the inventor of Claims 1-20 of the above-identified patent application and inventor of the subject matter described and claimed therein.
3. Prior to August 10, 1995, I completed my invention as described and claimed in the subject application in this country, as evidence by the following:
  - a. Prior to August 10, 1995, I conceived the idea of providing candidates seeking employment or employers seeking to hire with a central platform to input data and/or to formulate search queries with precision by using a relational database. Also prior to August 10, 1995, I compiled executable code for instructing a computer to prompt a user for information in a hierarchical format to build a search query and to search a database for candidates that meet the

query requirements. A copy of this executable code is stored on a 3.5" diskette, which is attached hereto as Exhibit A. The code has a modification date which is prior to August 10, 1995. Other code that forms part of the invention, such as communications code, is not included in Exhibit A.

b. Using the executable code described above, a search query was generated by responding to prompts in which the profession was specified along with a category within the profession and skills and years of experience associated with the category. As evidence of the program's successful operation, a copy of the screen showing this query and the number of candidates meeting the query requirements is attached hereto as Exhibit B. A list of candidates having resumes that meet the query requirements is attached hereto as Exhibit C. Exhibit D shows one particular resume from the list shown in Exhibit C.

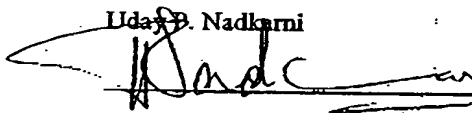
4. As the person signing below:

I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code, and that such willful statements may jeopardize the validity of the application or any patent issued thereon.

Inventor:

Uday P. Nadkarni

Signature:



Residence:

52 Jamie Court  
Monmouth Junction, NJ 08852

Citizenship:

United States of America

**EXHIBIT A**  
**1.131 DECLARATION**

**Applicant: Uday P. Nadkarni**  
**Application No.: 09/130,819**  
**Filing Date: August 7, 1998**  
**Attorney Docket No.: P21,411-A USA**  
**Art Group: 2771**  
**Examiner: Coby, F.**  
**Title: SKILLS DATABASE MANAGEMENT SYSTEM**  
**AND METHOD**

Exhibit B

Query1 for Computer Software

Project Name  Education

Enter one or more selections for the following

Category  Skill  Experience (yrs)  Usage Level

Programming - C++, 5 years

Keywords (Enter any combination of keywords to search within the resume)

Run	Resumes	Query Parameters
1	20	Programming - C++, 5 years

# Exhibit C

## Resume Table - Run 1

Project Name :

Id	Name	Total Experience	Education	Available	Company
5475163	John J. Coleman	28	M.S.	02/25/94	Inference Development Corp.
7936178	David Liu	9	M.S.	02/25/94	Inference Development Corp.
9358192	Choudhary Parchuri	4	M.S.	03/15/94	ABC Inc.
8368193	Peter Walker	7	B.S.	01/28/94	Inference Development Corp.
6298179	Simon Fred	4	M.S.	02/01/94	Inference Development Corp.
5438160	Paul Gandy	8	Ph.D.	02/28/94	Inference Development Corp.
4438165	Glen Thomson	8	Ph.D.	01/31/94	Inference Development Corp.
3437165	David Col	1	B.S.	02/09/94	Inference Development Corp.
2437842	John Smith	2	B.S.	02/07/94	Inference Development Corp.
1487848	Bob Edger	2	B.S.	02/25/94	ABC Inc.
1465168	Bob Wheeler	12	A.B.	10/20/93	First Development Corp.
6364790	Anderson Christopher	5	B.S.	12/25/93	Inference Development Corp.
1058178	Baker Francis Godfrey	7	M.S.	01/09/94	Inference Development Corp.
9367193	Cecil David Asir	3	M.S.	05/10/94	First Development Corp.
1789345	Don Norman	29	H. School	04/10/94	ABC Inc.
6745320	Finkel David	11	B.S.	02/07/94	First Development Corp.
1269041	Gould Steven	7	M.S.	03/15/94	Inference Development Corp.
9874217	Hatfield William	8	B.S.	01/15/94	ABC Inc.
2653219	Mack Calvin	5	M.S.	03/10/94	First Development Corp.

Resume

Cancel

Exhibit D

Resumes - Run 1

Id Num **7936178** ☒ Send Letter ☒ Interview

Name : **Bob Wheeler**

Education : **B. S. (Physics), Loyola College of Madras University, Madras, India; 1987**  
**Post Graduate Courses in VAX Application, UNIX & C, Madras; 1990**  
**Post Graduate Diploma in Computer Application, Shabari College, Madras, 1987**

Technical Skills :

Hardware **Micro VAX-II, Unisys 6000, 80x86**

Software **UNIX, VMS, MS-DOS, ORACLE (6.0), SQL\*Forms (3.0),**  
**SQL\*ReportWriter, SQL\*Plus, PRO\*COBOL, PRO\*C, SQL\*MENU,**  
**SQL\*LOADER, CASE\*Tools (DICTIONARY and Generator), FORMS,**  
**RDB, TDMS, SQL, DTR, SCL, FOXPRO, CLIPPER, PROGRESS,**  
**SYBASE, C, COBOL, BASIC, FORTRAN, Lotus 123**

Experience : **5 years**

Activity Reports; Dec. 1992 - Jul. 1993

**Next** **Previous** **Print** **Done**



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